

Mobility International USA (MIUSA)

Building an Inclusive Development Community: Gender Appropriate Technical Assistance to InterAction Member Agencies on Inclusion of People with Disabilities

USAID Cooperative Agreement Award No. GEW-A-00-01-00012-00

Performance Report

Project Eleventh Quarter: April - June 2004

Project goals

To increase participation by people with disabilities, especially women and girls with disabilities, in InterAction member agencies as participants, staff, administrators and beneficiaries.

To increase implementation of the Disability Amendments to the InterAction PVO Standards by InterAction member agencies, regarding inclusion of people with disabilities, especially women and girls with disabilities in organizational governance, management and programs.

Accomplishments

During the 11th quarter of the *Building an Inclusive Development Community Project*, MIUSA's International Development and Disability Department (IDD) has made significant progress toward meeting the project goals and objectives:

- ? IDD and partners presented a workshop at the 2004 InterAction Forum
- ? IDD and women with disabilities presented information to staff at USAID
- ? IDD attended the Global Partnership on Disability and Development conference
- ? Model Partner Organizations (MPOs) continue to report project advances
- ? IDD and MPO's continue to focus on field level implementation
- ? IDD responded to requests for technical assistance and information from international development organizations and disability organizations
- ? IDD expanded the availability of IDD resources in other languages
- ? IDD updated the project brochure
- ? IDD provided information about the project and resources to participants at international conferences and symposiums
- ? IDD is gathering and editing examples of inclusive development practice for a new *Success Stories* publication
- ? IDD is finishing an expanded version of the *Building an Inclusive Development Community* manual
- ? An article by IDD was published in Oxfam's *Gender and Development* journal

Model Partnerships

IDD is working closely to support each MPO in the accomplishment of organizational action plans addressing both headquarter and field level strategies. IDD continues to facilitate networking between MPO field programs and local organizations of and for people with disabilities. In addition IDD continues to provide organization-specific technical assistance to MPOs in the field and at headquarters.

MPO representatives participated in a workshop convened by MIUSA at the InterAction Annual Forum (discussed in more detail later in this report.) MPO panelists reported that partnerships with IDD through the Building an Inclusive Development Community project have been critical to successful inclusion of people with disabilities in projects and throughout their organizations. Partners cited ongoing IDD technical assistance, resource materials, information sharing and networking as key elements in the success of the project.

MPO progress has been as diverse as the individual partnerships this quarter. Individual partner progress includes the following:

American Friends Service Committee

The Affirmative Action Office at AFSC has updated information related to disability and inclusion of people with disabilities on the AFSC website, including the following (see attachments):

- ? The beliefs and practices of AFSC's Affirmative Action Plan
- ? A guide to implementing AFSC's affirmative action principles in programs
- ? *Queries on Disability Issues*: open-ended questions designed for use by AFSC staff and committees to raise issues, reflect, and facilitate discussion regarding the inclusion of people with disabilities. Originally developed in 1995, the queries have been updated and expanded to reflect AFSC's renewed commitment to diversity through inclusion of people with disabilities.
- ? "Myth busters" related to people with disabilities and the ADA.

Progress in AFSC's International Programs office included the following:

- ? In Iraq, AFSC purchased equipment and furnishings for the Iraqi National Spinal Cord Injuries Center. The purchases make it possible for the first of four wards to be reopened. The center, which was established in 1982, was destroyed during the bombing of the UN headquarters. The center reports about 400 new cases of spinal cord injury since the war began, compared to about 120 cases per year in previous years (see attached).

AFSC posted a story from Iraq on its website about an organization founded and directed by a computer programmer and technician who is disabled. Salam Talib. Salam's organization, the Computer Learning Mobile Project is working together with AFSC on several projects in Iraq (see attached).

- ? At the workshop convened by IDD at the InterAction Forum, AFSC representative Linda Lotz described the process that AFSC has taken to strengthen inclusion of people with disabilities through the organization's Affirmative Action Policy. Ms. Lotz highly recommended IDD's *Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs* to workshop participants.
- ? IDD provided AFSC with a new tool developed by MIUSA to assist organizations engaged in international exchange to facilitate inclusion of people with disabilities. AFSC will use the inventory to gather appropriate information from participants with disabilities and to prepare effective disability-related accommodations for AFSC international exchange programs.

Church World Service

- ? In Iraq the *All Our Children* project's theater (reported last quarter) continues to perform and assist traumatized children, many of whom are disabled, in cities and towns in Iraq although travel is sometimes curtailed by security concerns.
- ? CWS reported in its recently released annual report, "Tools of Hope and Blankets" on projects in Bosnia which are training women, people with disabilities, single parents, refugees and displaced persons in sewing production and graphic design to improve earning potential.

Holt International Children's Services

- ? Holt's International Programs office developed a Power Point presentation for the organization and its partners focused on Holt's commitment to inclusion and the rights of people with disabilities. The presentation highlights progress and identifies next steps.
- ? Holt organized a full staff orientation addressing the inclusion of people with disabilities in Holt's international programs. The training focused on a rights based approach to disability and inclusion. IDD presented at the training session.
- ? Holt International was represented at IDD's workshop at the InterAction Forum.
- ? Holt's International Program staff report that only three points of action remain to be completed on its project action plan.

Mercy Corps International

- ? Mercy Corps' overview of work being carried out in Iraq (which is posted on the website) describes capacity building projects that include disabled people's organizations (DPO's) (see attached).
- ? Mercy Corps has established an agency inclusion task force and is refining a Statement of Inclusion.
- ? A Mercy Corps representative participated as a panel member in IDD's InterAction Forum workshop.
- ? Mercy Corps' Civil Society Office, which serves as the *Building an Inclusive Development Community* project base at Mercy Corps, reports a trend over the last two years in movement from primarily discrete projects for people with disabilities towards a more comprehensive approach to inclusion. While some country offices that had never before supported work with disabled people report

- adding discreet projects for people with disabilities (for example Kosovo), other offices have adopted new perspectives and terminology emphasizing empowerment of people with disabilities rather than charity-based approaches to assistance. (for example Pakistan).
- ? Mercy Corps' Civil Society Office reports that people with disabilities are involved in USAID-funded community mobilizations programs, through projects designed to empower marginalized groups. People with disabilities and other members of marginalized groups are involved in planning, implementation and evaluation stages of the projects. The Civil Society Office reports that this has been an excellent opportunity to include people with disabilities in non-disability-specific development projects and identifies Iraq, Georgia and Serbia as examples of success.
 - ? In Serbia, people with disabilities are emerging as leaders in the wider community, through participation in projects sponsored by Mercy Corps, including community fairs, interest based clusters and special interest groups. Mercy Corps has successfully included the voices of marginalized groups, including people with disabilities, resulting in projects that are more inclusive and reflect diversity in community leadership.
 - ? In 2004, Mercy Corps' Serbia office began disaggregating information in order to more accurately measure the involvement of people with disabilities and members of other marginalized groups as leaders or members of community action groups.
 - ? Mercy Corps's office in Iraq is working closely with IDD to plan and implement training and guidance to assist Iraqi staff to incorporate a rights-based approach to disability issues and inclusive projects.
 - ? In Iraq, Mercy Corps reports strategic plans that address improved access and mobility for people with disabilities, organizational assessment and staff training on inclusion and public information campaigns aimed at introducing a disability rights perspective in Iraqi society.

Trickle Up Program

- ? Trickle Up has established an organizational goal for 2004 that 10% of all Trickle Up entrepreneurs be people with disabilities.
- ? Trickle Up is identifying ways to improve outreach to women with disabilities, advance data collection methods, and increase peer-level training opportunities for partners.
- ? Trickle Up is working with IDD to plan and implement training and project guidance to the field office in Mali, on inclusion of people with disabilities. This is of particular significance because the office in Mali is Trickle Up's first field office, having previously worked exclusively through local partner organizations.
- ? Because the Mali program is new, Trickle Up was able to plan an inclusive approach from the outset. Previous reports outlined support IDD provided to establish an orientation program for staff in the Mali office on the inclusion of people with disabilities. Trickle Up now reports that 4 percent of all current entrepreneurs in Mali are disabled and that of that 4%, fifty-three percent are women.

- ? A Trickle Up representative participated as a panelist in IDD's InterAction Forum workshop.

InterAction

May 2004 InterAction Forum:

IDD coordinated and moderated a workshop at the InterAction Forum, titled: *Oops, Where did those five hundred million go? Development effectiveness and disability - the inextricable links*. Workshop presenters included representatives from partner organizations: Trickle Up, Mercy Corps, AFSC, and Holt International, and four women with disabilities who are grassroots leaders and alumni of MIUSA's Women's Institute on Leadership and Disability (WILD): Beatriz Elena Satizabal from Colombia, Ekaete Judith Umoh from Nigeria, Madezha Cepeda from Peru and Nguon Sophak Kanika from Cambodia. The workshop highlighted lessons learned, success stories and recommendations from partner organizations, and field level experiences from the WILD alumni, who spoke powerfully on the issues of internally displaced persons, women with disabilities in gender programs, HIV/Aids and people with disabilities and employment. Workshop evaluation results rated the overall quality as "excellent" and particularly mentioned the effectiveness of both hearing women with disabilities from the global south speak about the issues and learning about strategies being used by development organizations.

IDD's exhibit at the Forum this year was prominently located, and included photos and descriptions of work being carried out around the world as a result of the *Building an Inclusive Development Community* project. The display highlighted resources developed through the project including the *Building an Inclusive Development Community* manual and the *Checklist for Inclusion*. USAID's support of the project and products were clearly acknowledged in the exhibit.

The WILD alumni were particularly effective in conveying strong messages on inclusion to InterAction members, not only through their presentations at IDD workshop, but in interactions with Forum participants throughout the three-day event. In an open letter to InterAction members following the Forum, the women note the following:

Gender and Diversity Offices:

IDD continues to raise issues and promote inclusion of women with disabilities on the Commission on the Advancement of Women Listserv managed by InterAction. IDD also participates in InterAction's Diversity working group, with the goal of promoting the inclusion of people with disabilities in accordance with InterAction's PVO Standards, and increasing understanding by member organizations of disability as a critical diversity issue.

During a workshop on diversity for CEOs at the InterAction Forum, Trickle Up CEO Richenda van Leeuwen highlighted the Trickle Up partnership with MIUSA as key to the success of its work to diversify the organization.

IDD is currently preparing a proposal for a presentation on disability as a diversity issue for InterAction's diversity conference to be held in October.

USAID

IDD presented information about the *Building an Inclusive Development Community* project at an open meeting at USAID organized by Edward Lijewski of the WID office. Women with disabilities who are grassroots leaders from the global south participated in the presentation. Nguon Sophak Kanika spoke about the inclusion of women with disabilities in gender programs in Cambodia and Ekaete Umoh spoke about the lack of inclusion of people with disabilities in HIV/Aids prevention work in Nigeria. The discussion related to HIV/Aids work resulted in the generation of an introduction between the USAID mission in Nigeria, IDD and Ekaete Umoh. Edward Lijewski facilitated this introduction.

IDD appreciated the valuable opportunity to speak to staff from various departments at USAID, and to participate in discussions with staff members regarding strategies within USAID to increase inclusion of people with disabilities in USAID programs.

Technical Assistance Curriculum and Materials

Technical assistance materials represent a key component of IDD services. This quarter, we are pleased to highlight the following progress:

Building an Inclusive Development Community: A Manual on Including People with Disabilities in International Development Programs

IDD continues to publicize the manual through Internet and other media. This quarter information about the manual was featured in

- ? International Disability and Development Consortium website page
- ? Disabled Peoples' International electronic newsletter
- ? Disability Rights Education & Defense Fund homepage
- ? University of Oregon's Department of Disability Studies publications web page
- ? US International Council on Disabilities (USICD) publications web page
- ? Aid Workers Forum list serve announcement

IDD is beginning development of an expanded version of the manual, to address topics that were not covered in the first edition. Chapters on the following topics have been submitted: HIV/Aids, psychiatric disabilities, the Millennium Development Goals with a disability perspective, youth with disabilities, employment and the Poverty Reduction Strategy Process and disability. The second edition, which will also incorporate updated weblinks, feedback from readers and format improvements, is scheduled for printing in September of 2004.

IDD is pleased to have a full time intern from Whitman College over the summer to assist with this work. The college is supporting this intern position.

Checklist for Inclusion

IDD's instrument for organizational self-assessment on the inclusion of people with disabilities, especially women and girls with disabilities, in policy, management, planning systems, program implementation, and evaluation is now available on the MIUSA website. In addition IDD produced a stand-alone version of the checklist which is available free of charge.

Success Stories

IDD has expanded plans for the *Success Stories* publication, in response to overwhelmingly positive feedback regarding the *Building an Inclusive Development Community* manual. The *Success Stories* publication will relate, in narrative form, experiences of people from around the world who are involved in inclusive development work. Model Partner Organizations has contributed and will continue to collect reports on successes from the field, including achievements resulting from the *Building an Inclusive Development Community* project. More than 30 stories of successful inclusion have been submitted from international development professionals working in the following areas: education, microfinance, gender, accessibility, advocacy, labor and employment, agriculture, post conflict and disaster response and organizational commitment. In the next quarter, IDD will issue an additional call for stories on inclusion in development from disabled people's organizations.

IDD expects that the *Success Stories* publication will offer a unique resource that will both motivate other inclusive development efforts and provide practical field strategies to international development organizations striving to include people with disabilities, especially women and girls, in their programs and organizations.

IDD is pleased to have a part time intern from the University of Oregon on staff assisting with production of the *Success Stories* publication.

Videos

In response to field level needs expressed by our model partner organizations, IDD has produced Arabic subtitled versions of two MIUSA videos. These include *Loud Proud and Passionate*®, used widely as training tool on inclusion of women and girls with disabilities, and our newest video, *Loud, Proud and Prosperous*®, on inclusion of women with disabilities in microenterprise and microcredit programs.

Information Services

Information requests continue to be received from all over the world. Eighty-five percent of requests for information came from abroad, of which:

- ? 53 percent came from organizations led by and for people with disabilities or individuals with disabilities
- ? 15 percent came from international development organizations or governments
- ? More than twice as many requests were received from the Middle East and North Africa than were received the previous quarter.

Fifteen percent of information requests came from the US, of which

- ? 38 percent came from international development organizations (MPO's, InterAction members and other international development organizations).
- ? 8 percent came from disability organizations or individuals with disabilities

Examples of requests for information received this quarter include the following:

- ? A Peace Corps volunteer working in the training office in Paraguay requested contact information for organizations that work for the integration of people with disabilities in Paraguay and throughout Latin America. IDD provided regional and national contact information for DPOs and organizations working with people with disabilities.
- ? A national NGO in Afghanistan requested information and resources related to the inclusion of women and people with disabilities in development projects. IDD responded with information and a reduced-price copy of the manual.
- ? The UNDP Disability Adviser in Afghanistan requested information and contacts in the region and internationally related to Community Based Rehabilitation, inclusive education and education for Deaf people. IDD responded with key contacts as well as information on the topics requested.

Evaluation of I&R Services

One hundred percent of evaluation responses rated the information provided as either useful or very useful. MPO's rated services provided at the highest level of satisfaction. Comment included the following:

- ? "Thank you for the information and your help. They are very useful. I visited some of the listed disability organizations in Asuncion, and we hope to work together on projects.
- ? "...the information we received about Nicaragua was very useful, and we think we will be able to initiate two new partnerships with [DPOs] in that country."
- ? "...you've always made a special effort to create common ground for discussion and learning from each other. I appreciate that you showed an interest in the needs and challenges of our programs in China. Keep up the great work!"

Public Relations

Our MPO's continue to generate information and publicity (both print and web based) that highlights progress toward the inclusion of people with disabilities. During this quarter, each MPO published or posted electronically information (please refer to organization-specific activities by each MPO described earlier in this report). Independent generation and dissemination of information about inclusive development is increasingly becoming mainstreamed within organizational information systems, and reflects a sense of project ownership among partner organizations.

Electronic Newsletter

IDD's e-newsletter is undergoing final edits and will be distributed to partners in July. This edition highlights the InterAction Forum workshop, the presentation at USAID, news from MPO's, information about new resources (including the French subtitled *Loud Proud and Passionate*® as well as MIUSA's new video about women with disabilities and microenterprise, *Loud, Proud and Prosperous*®). The recommended reading list includes articles from IDD, Mercy Corps, Inclusion International, and Disability World (see attached).

Articles in Print

An article written by IDD staff titled *Microfinance from the Point of View of Women with Disabilities* was published in Oxfam's Gender and Development Journal. IDD is pleased to have this article published in this well respected journal (see attached).

Websites and Listservs and other Electronic Promotion:

Website:

MIUSA expects to launch a redesigned website in July 2004. The new website will have a more professional look, will add new resources and incorporate new intuitive and interactive functions to make the website a more user-friendly vehicle of information retrieval for the diverse audiences that use it. Technological upgrades will enable IDD staff to easily update and add information to the website, reducing reliance on technical consultants and improving the capacity to present time-sensitive announcements.

Listsers:

IDD continues to post information to development, disability and development, and gender and development listservs. Information this quarter has been shared regarding the following:

- ? *USAID-funded Building an Inclusive Development Community* project information shared with development workers listserv.
- ? Information about internship opportunities with MPO's posted on disability and development listservs.

Other Public Relations Activities:

- ? Announcement of new IDD materials were disseminated at the 8th *Children's Congress: Towards Full Citizenship* and at Rehabilitation International's *Rethinking Rehabilitation* conference. Both conferences were held in Norway. ATLAS Alliance in Norway provided the booth space for the display of these materials. As always, USAID support was clearly acknowledged in all public announcements and materials.
- ? IDD printed an updated brochure that features new resources and highlights its international programs, including projects supported by USAID.

Conferences:

- ? IDD participated in the World Bank Global Partnership on Disability and Development meeting held in May. In addition to participating in the workshops

and discussions organized around key issues in disability and development, IDD shared information about the project and its resources with participants at the meeting.

- ? IDD has been invited to present at the Disability and Development conference organized by the Ibero-American Federation of People with Physical Disabilities in Quito, Ecuador in July. IDD will present on the "Challenges and Actions of Development Organizations in the Field of Disability". The presentation will draw examples from the project framed within the USAID policy as well as InterAction's Standards.
- ? IDD's workshop proposal for Disabled People's International (DPI) World Summit to be held in September has been accepted. IDD will highlight the experiences of women with disabilities in microenterprise programs and will screen its new video *Loud, Proud and Prosperous*®.

Conclusion

As IDD and our partners move into the final stage of the *Building an Inclusive Development Community* project, we are increasingly focused on collecting and compiling information and strategies, based on our individual and collective experiences with the project. Field level support also continues to be a strong focus for IDD and project partners. To this point, IDD's technical assistance to field programs has entailed provision of resource materials, referrals and consultation on staff training and program development. This quarter, IDD and our MPOs, in particular Mercy Corps and Trickle Up, have identified face-to-face field level technical assistance as a critical next step, and are exploring additional options for transferring project activities and products into the field.

IDD continues to develop and produce resources designed to assist international development organizations plan, implement and monitor development activities that are inclusive of people, especially women and girls, with disabilities. We also continue to plan and implement new strategies to share more widely the experience and knowledge gained both by MPOs and MIUSA. The opportunity to share information about the project at the 2004 InterAction Forum and with USAID staff was a highlight of the eleventh quarter. The compelling presentations by women with disabilities from the global south served as powerful reinforcement of IDD's message of inclusion of people with disabilities, especially women and girls with disabilities, in international development organizations and programs.

Recent developments including opportunities for face-to-face technical assistance with MPOs, expansion of both *Success Stories* publication and the *Building an Inclusive Development Community* manual, prompted IDD to request a no-cost extension to the grant through December 2004. A no-cost extension will allow us to more effectively build on the success of this important project and to accomplish our goals to the

maximum effect.

We continue to take great pleasure and pride in the accomplishments of the *Building an Inclusive Development Community* project and in its impact on the lives of people with disabilities, especially women and girls, throughout the world. We acknowledge with gratitude the support from USAID that has made this important work possible.

Appendices

American Friends Service Committee: Affirmative Action website information

American Friends Service Committee: Healing the Healers

American Friends Service Committee: Who is “Handicapped”?

Mercy Corps: Iraq Overview

Enewsletter

Oxfam Gender and Development Journal article